

TORONTO TRANSIT COMMISSION REPORT NO.

MEETING DATE: MAY 6, 2010

SUBJECT: TTC CORPORATE POLICY REVIEW – 1.7.0 WORKPLACE
VIOLENCE

ACTION ITEM

RECOMMENDATION

It is recommended that the Commission approve the following TTC Corporate Policy, as amended, which is attached hereto as Appendix 'A':

- Policy 1.7.0 Workplace Violence

BACKGROUND

On December 9, 2009, the Ontario Legislature passed Bill 168, *An Act to amend the Occupational Health and Safety Act* ("OHSA") which will come into effect June 15, 2010. Bill 168 provides amendments to the OHSA which strengthen the protection of workers from workplace violence and address harassment at work.

Specifically, the OHSA will be amended to include a broad definition of workplace violence. The overall focus of the definition of workplace violence is that there must be physical force, an attempt to exercise physical force, or a statement or behaviour that could be interpreted as a threat to exercise physical force.

The OHSA will also be amended to impose new responsibilities on employers with respect to domestic violence, workplace violence risk assessments, and disclosing information about persons with a history of violence. These new responsibilities are not covered under the existing Workplace Violence Policy.

DISCUSSION

The Workplace Violence Policy has been updated to reflect the new definition of workplace violence, and to address the new responsibilities for TTC with respect to workplace violence under Bill 168.

The Workplace Violence Policy reflects a change in responsibility from the Chief Security Officer to the Director – Human Rights Unit.

The Workplace Violence Policy is submitted for Commission approval with suggested changes (See Appendix B).

March 23, 2010

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Attachments